



PEACE Model:

P – Planning and Preparation:

How would you prepare to interview someone for a job.

Identifying specific areas requiring investigation, points to prove the offence, and negation of defences, remind yourself of the main elements of the incident.

E – Engage and Explain:

Introduce yourself other persons present create a nice atmosphere make the person feel comfortable.

An introduction appropriate to the circumstances of the interview. It is desirable that a proper relationship is formed between the interviewer and interviewee.

The engage phase is followed by the **explanation** phase in which the interviewer should outline the reasons for the interview and explain what kinds of action will be followed during the interview, particularly the routines. This phase also includes administering the caution and making sure the suspect understands it.

A – Account:

Perhaps ask the person to outline previous experience how they fit the criteria, why they should get the job.

This term describes the stage in which the interviewee's recollection of the events of interest is obtained. This stage is directed at obtaining the fullest possible account from the suspect. There are two accepted approaches of inducing recollection known as:

The cognitive approach;

With the cognitive method, the interviewee is asked to think back and mentally relive the event, initially with minimal interference from the interviewing officer. The officer does not interrupt, makes effective use of

pauses and avoids leading questions. The interviewee is then encouraged to recall the event again using a different chronological order, or from a different perspective.

Conversation management.

When the conversation management method is used, the interviewee is asked first to say what happened and the officer then subdivides the account into a number of individual parts which are enquired about in turn for further details.

The cognitive method provides the interviewee with greater control over the way the interview develops, whereas conversation management attributes more authority to the interviewer.

This basic difference between the two approaches broadly defines when each is most appropriately used.

For example, conversation management may be more appropriate for reluctant interviewees than the cognitive method.

C – Closure:

Thank for attending outline what happens next, opportunity to add/ask anything. To avoid immediate or future problems with the relationship formed between the interviewer and interviewee, officers should ensure that, at the end of an interview:

interviewees are thanked before leaving; every one understands what has happened during the interview; every one understands what will happen in the future.

Closure should also include elements such as giving the interviewee the opportunity to ask any questions. It is crucial that the officer responsible always ensures that there is a planned closure, rather than an impromptu end, to the interview. The IO should summarise and check back as to what the suspect has said.

E – Evaluation:

How does everyone feel about the candidate, how did the interview go, did they give a good interview fair to the candidate.

After each interview is completed, the event and the material that came from it should be evaluated fully. The first consideration is whether the objectives of the interview were achieved. Decisions must then be made about whether any further interview is required or whether other inquiries need to be made (as corroboration, confirmation or as preparation for further investigation). An important element of the evaluation is to put the interview in the context of the whole investigation and to review the information obtained along with that already available.

Evaluation can also help officers to improve their interviewing skills. To this end, they should take the opportunity to reflect on their personal performance and identify areas for future development or improvement.